

UNITED STATES OF AMERICA NATIONAL LAL RELATIONS BOARD CHARGE AGAINST EMPLOYER

C YOT WRIT	E IN THIS SPACE		
Case	Date Filed		
8-CA-33989(P)	2-3-03		

RUCTIONS:

e an original and 4 copies of this charge with NLRB Regional C	Pirector for the region in which the all GAINST WHOM CHARGE IS BROU	
a. Name of Employer	MIGH GIANGE IS BAUG	b. Number of workers employed
United States Postal Se	nico	800,000
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
2200 CHEVELANT OVANTE		112 1021
E CLEVELAND OH CHIOL	1000100000	330-467-1076
F. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or se	
POST OFFICE	MAL	
it. The above-named employer has engaged in and is enga		in the meaning of section 8(a) subsection
and (list subsections)		of the National Labor Relations Act.
and the se unfair labor practices are unfair practices affection		
2. Basis of the Charge (set forth a clear and concise statement		
Turouant to the tamy and	Medical leave ac	t of 1993 29 CFR 825, 220
225, 400, and 825, 401 9 am to	iling a Charge ago	and (b) (b), (b) (1)(C)
at my	Orace of employ.	The Marana Postable
a umporary supplies	Edisciplinary letter	Iron indicating
a temporary Supervisor at my 9. received a letter of warning	1 d. 1 d lane on	Significance (D.)
in a true of his of limbs	madules on - on	00,000
false as the supporting docu	mentation is acce	mpanying this charge,
halac straining		(B) (B), (B) (7)(C)
Exhibit A is the letter- ob-vi	sarang chicus ny	exhibit B
is the actual faulty charge.	Exhibit C is a	Copy of the actual
William Date of the last	by the accompany	Man a Management
letter auchonying the leave	ng me sacompan	gong progresses.
If you look at Exhibit D yo	in well find the	Complete health
Carlin and	Custimo Con	m 01.4.1.1.1.1
Care provider Cert quation	guest whom wi	haring fund out
and authorized by the wa	ge and how du	cown of the department
and authorized by the wa of lobor. This information	was provided +	o Monthbield Park
20 2 22 22 22 22 2	· Lat	100 Fal
Management prior to the cos	ionce of the lette	a of warning,
		Continued on hace
By the above and other acts, the above-named employer	has interfered with, restrained, a	nd coerced employees in the exercise of the
rights guaranteed in Section 7 of the Act	mame, including local name an	
(b) (6), (b) (7)(C)	name, maraemy road name an	
4a. Address (street and number city :: ate and 7/P code)		4b. Telephone No.
(h) (6) (h) (7)	$\mathbb{C}\setminus$	(b) (6), (b) (7)(C)
(D)(D), (D)(I)	\circ	
5. Full name of national or international labor organization	of which it is an affiliate or const	tituent unit (to be filled in when charge is filed
by a labor organization) ALFCIO		
71 7 7 7	6. DECLARATION	
	that the statements are true to t	he best of my knowledge and belief.
(b) (6), (b) (7)(C)		
	(b) (6)	(b) (7)(C) the it any)
		(b) (7)(0) 1/27/03 (dale)
		- Journal

Exhibit E demonstrates the actual EMA violation (29 CFR 825.220) and Exhibits F+6 demonstrate the action available to be taken against such violators.

Shold (b) (6), (b) (7)(C) responsible, and as such list as employee representative as the Postmaster manager and is responsible for the following:

A) bunging to our office an employee (b) (6), (b) (7)(C) who is not a supervisor and placing on that refer on a temporary basis B) Not providing with the appropriate mandetory postal training to become

additional ancidary information can be provided by request - Contact me at the number listed on the Charge.

a Dupureson,

. UNITÉD STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

FURIVI E	XEMPT UNDER 44 0.5.C. 351	4
DO NOT WRI	TE IN THIS SPACE	
Case	Date Filed	
8-CA-34012	2/10/2003	
NM/jp		

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

a. Name of Employer		b. Number of workers employed	
Auto Zone		Approx. 50	
c. Address (street, city, state, ZIP code) 103 Second Street Elyria, Ohio 44035	d. Employer Representative Tara Childress	e. Telephone No. (440) 323-3473	
f. Type of Establishment (factory, mine, wholesaler, etc.) Store	f Establishment (factory, mine, wholesaler, etc.) g. Identify principal product or se Auto Parts		
h. The above-named employer has engaged in and is engaging in subsections (1) and of the National Labor Relations Act, and the affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of	the facts constituting the alleged unfair la	abor practices)	
On or about January 2, 2003, the above-named landscussed their wages with other employees. On or about (b) (6), (b) (7)(C) 2003, the above-named landscussed their wages with other employees.	mes Employer discharged (b		
By the acts set forth in the paragraphs above and by other a with, restrained and coerced and is interfering with, restrain			
	ning, and coercing its employees in the		

 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.

DECLARATION

charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

Title An Individual

Signature of representative or person making charge (b) (6).

(6), (b)

(b) (6), (b) (7)(C)

Date X2-7-03

(b) (6), (b) (7)(C)

UNITED 8', 28 AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

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ĺ	LO NOT WRITE IN THIS SPACE				
	Cess	Data Filed			
i	8-CA-34071	3-7-03			

//tions:

//1. EMPLOYE	er against whom charge is brou	UGHT	
Marrie of Employer	22		b. Number of Workers Employed
St. Mary's Living Center	: \		44
c. Address (edoct, city, State, ZIP, Code)	d. Employer Representative		o. Telephone No.
1209 Indiana Avenue	15		419-394-7611
St. Mary's, OH 45885	Jane Taylor		Fax No. 419-394-3485
f. Type of Earnbishment (foolery, mine, exhabitation, otc.)	g. Identify Principal Product or Sen Health Care	vico	
Nussing Home in The short remain ampling it is engaged in and a engaging it controlled in the control of the first predict and another controlled in the first of the first	in unfair labor precisions within the meaning of the Nati), etimections (i) and (list stone Act, and these unfair labor
2. Bends of the Charge (act forth a dear and conduct statement		lahar aradisa)
Since on or about Decembe agents and representative of a de-certification pet ly denying other employee employees to express their	r 1, 2002, The Empl s, has violated the ition and a UD peti s the same access t	oyer, b Act by tion, a o barga	y its officers, its support nd by correspondin
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ly the coore and other cole, the above-ha med employer he warminged in Section 7 of the Act.	neces been been present with the least community acc	कर्म धामकेप्रकर	स्रोत्तृतंत्र द्वारी के द्वारंशकाठ द्वारी वर्ष र
Full name of party filing charge (if labor organization, glvo full n	(netmun bed enen bed gribulari, enter		
Service Employees Interna		ict 119	9
a. Address (sareal and number, CDy, State, and ZIP Code)			o. Telephone No.
2570 Superior Avenue, 7th	. Floor	L.	216-566-0117
Cleveland, OK 44115		216-	Fex No. -5660192
	th R is on effiliate or constituent until (to les		
. Fig rams of retional or International labor organization of white			
	tional Union		
Service Employees Interna			HEAT
•	6. DECLARATION		
Service Employees Interna	6. DECLARATION and that the contentation are true to the l		ublic Director
Service Employees Interna	8. DECLARATION und that the automorphic are true to the l	Ohio P	

FORM NLRB-501 (11-84)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	FORM EXEMPT ONDER	-0,00,00
DO NOT	3 (1)	
Case	Date Filed	
8-CA-34077	3/12/03	

INSTRUCTIONS:

1. EMPLOYE	R AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer	•	b. Number of Workers Employed
Rockside Family Dental Cente	X	Approx. 20
c. Address (street, city, State, ZIP, Code)	d. Employer Representative	e. Telaphone No.
6132 West Creek Rd.	Dr. Richard Parsanko	216/524-8481 Fax No.
Independence, OH 44131		216/520-2868
Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify Principal Product or Service	
Dental Practice	Dental Services	
h. The above-named employer has engaged in and is engaging in subsections)	of the National Labor Rela), subsections (1) and (list tions Act, and these unfair labor
Basis of the Charge (set forth a clear and concise statement of	of the facis constituting the effected unfair leber practices.	
On or about (b) (6), (b) (7)(C), 2002, years because I was accused to resist a rumored scheduli such conduct was insubordina engaging in protect	ng change. My Employer to	ld me
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	io.	
	3	
ly the above and other acts, the above-named employer has uaranteed in Section 7 of the Act.	s interfered with, restrained, and coarced employees	in the exercise of the rights
Full name of party filing charge (If labor organization, give full na	me, including local name and number)	
(b) (6) (b) (7)(C)		
	46	. Telephone No.
(b) (6) (b) (7)(C)	1	
(b) (6), (b) (7)(C)		Fax No.
(b) (6), (b) (7)(C) Full name of national or international labor organization of which	it is an affiliate or constituent unit the he filled in when ch	

e ne	CLADATION
	CLARATION
(b) (6), (b) (7)(C)	e statements are true to the best of my knowledge and belief.
(Signature of representative or person making charge)	(Title if any)

(b)(6),(b)(7)(C)

3-12-03

Date

AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

FORM	EXEMPT UNDER 44 U.S.C.	3512
DO NOT WR	ITE IN THIS SPACE	
Case	Date Filed	
8-CA-34079	3/12/2003	
KNN/rh		

the region in which the alleged unfair labor practice occurred	d or is occurring. AINST WHOM CHARGE IS BROUGHT	
a. Name of Employer	AND WHOM CHARGE IS BROOGHT	b. Number of workers employed
Dr. Kase, Dr. Speelman and Dr. Cullen	18	
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
970 East Washington, Ste. 4B	Mark Speelman,	(330) 723-3256
Medina, OH 44256	Physician/Owner	
f. Type of Establishment (factory, mine, wholesaler, etc.)	rvice	
Service		
h. The above-named employer has engaged in and is engaging is subsections (1) and of the National Labor Relations Act, and affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of Since on or about (b) (6), (b) (7)(C) 2003, the above-in by discharging (b) because of (c) protection within the preceding 6-months, the above-name from discussing their wages. Since on or about January 15, 2003, the above-in and other similarly situated employees the activities. By the acts set forth in the paragraphs above and by other a with, restrained and coerced and is interfering with, restrained Section 7 of the said Act.	amed Employer discriminated cted concerted activities. d Employer has maintained a ramed Employer discriminated by reducing their hours because acts and conduct, it, by its officers, age	against employee (b)(6),(b)(7)(c) ule prohibiting its employees against employee (b)(6),(b)(7)(c) e of their protected concerted
3. Full name of party filing charge (if labor organization, give full n	ame, including local name and number)	
(b) (6), (b) (7)(C) 4a. Address (street and number, city, state and ZIP code)		4b Telephone No
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
Full name of national or international labor organization of whice by a labor organization.	h it is an affiliate or constituent unit (to be	filled in when charge is filed
I declare that I have read the above charge and the	. DECLARATION	

FORM NLRB-501 (11-94)

UNITED STATE. JF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	FORM	EXEMPT	UNDER	44 U.S.C.	3512
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Case

Do NOT WRITE IN THIS SPACE Date Filed

8-CA-34146 4/7/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1, EMPLOYE	ER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer FRESH MARK, INC.		b. Number of Workers Employed Approx. 600
c. Address (street, city, State, ZIP, Code) 1735 S. Lincoln Ave. Salem, OH 44460	d. Employer Representative Mark Sullivan	e. Telephone No. (330) 332-8508 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify Principal Product or Service Processing Plant	
The above-named employer has engaged in and is engaging subsections) (3) practices are unfair practices affecting commerce within the results.	of the National Lab	tion 8(a), subsections (1) and (list oor Relations Act, and these unfair labor

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Since on or about (b) (6), (b) (7)(C) 2002, Fresh Mark, Inc., through its officers, agents, and representatives, has interfered with, harassed, and terminated employee(s) in the exercise of their rights to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities, which rights are guaranteed in Section 7 of the Act

In addition, Fresh Mark has sought to deprive employees, including (b) (6), (b) (7)(C) of their right to seek redress under the Act. The collective bargaining agreement contains a provision that indicates that if a person proceeds to an administrative agency, any grievance that may have against the Company is considered withdrawn. This provision, and its application by the Company, constitutes an interference with an individual's right to seek redress under the Act, punishes employees and discriminates against them for seeking such redress, and is an invalid provision.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, State, and ZIP Code)

4b. Telephone No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Retail, Wholesale and Department Store International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(Title, if any)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

3-27-03

UNITED STALES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

(.	FORM EXEMPT UNDER 44 U.S.C. 35	
DC	NOT WRITE	IN THIS SPACE
Case		Date Filed
8-CA-34	52 (P)	4/8/2003
	KNN/rh	

INSTRUCTIONS

1. EMPLOYER AGA	AINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Number of workers employed
United States Postal Service (Youngstown Facil		Approx. 390
. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
99 South Walnut, Youngstown, OH 44501	James Greene, Post	(330) 740-8806
	Master	
Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or se	rvice
ervice	Mail	
The above-named employer has engaged in and is engaging is subsections (1) and 8(a)(3) of the National Labor Relations affecting commerce within the meaning of the Act. Basis of the Charge (set forth a clear and concise statement of	Act, and these unfair labor practices are t	unfair practices
ince on or about March 28, 2003, the above-na by limiting access to the workroom fletivities.	med Employer discriminated a oor because of union and ot	gainst employee ^{(b) (6), (b) (7)(C)} ther protected concerted
ith, restrained and coerced and is interfering with, restrai		ents and representatives, has interfer e exercise of their rights guaranteed
ith, restrained and coerced and is interfering with, restrai		
ith, restrained and coerced and is interfering with, restrait ection 7 of the said Act. Full name of party filing charge (if labor organization, give full n	ning, and coercing its employees in the	
Full name of party filing charge (if labor organization, give full not) (6), (b) (7)(C) Address (street and number, city, state and ZIP code)	ning, and coercing its employees in the	e exercise of their rights guaranteed
with, restrained and coerced and is interfering with, restrait ection 7 of the said Act. Full name of party filing charge (if labor organization, give full name of party filing charge (if labor organization, give full n	ning, and coercing its employees in the	4b. Telephone No. (b) (6), (b) (7)(C)
Full name of party filing charge (if labor organization, give full not) (6), (b) (7)(C) Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C) Full name of national or international labor organization of whice	ning, and coercing its employees in the name, including local name and number) th it is an affiliate or constituent unit (to be in the statements are true to the best of meaning the statements are true to the best of meaning the statements are true to the best of meaning the statements.	4b. Telephone No. (b) (6), (b) (7)(C) filled in when charge is filed
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UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 35 DO, NOT WRITE IN THIS SPACE		
Case	Date Filed	
8-CA-34157	4/10/03	

	GAINST WHOM CHARGE IS BROUGHT	
Name of Employer SUPERFINE MANUFACTURING INC.		Number of workers employed 5
. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
3715 County Road 10	Dan Miller, Owner	(330) 897-9024
resno, Ohio 43824		
Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or se	ervice
actory	Electronic Components	
The above-named employer has engaged in and is engagin subsections (1) and of the Nation unfair practices affecting commerce within the meaning of	al Labor Relations Act, and these unfair labor	
Basis of the Charge (set forth a clear and concise statement	t of the facts constituting the alleged unfair t	labor practices)
On about (b) (6), (b) (7)(c) 2003, the above-named	Employer discharged (b) (6), (b)	(7)(C) in retaliation for
gaging in concerted activity concerning a saf		
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4.		
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(A)		
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	es interfered with, restrained, and coerced	d employees in the exercise o ⊈ he
hts guaranteed in Section 7 of the Act.		d employees in the exercise o⊈he
hts guaranteed in Section 7 of the Act. Full Name of party filing charge (if labor organization, give full		d employees in the exercise o ℚ he
the above and other acts, the above-named employer ha hts guaranteed in Section 7 of the Act. Full Name of party filing charge (if labor organization, give full) (6), (b) (7)(C)		
nts guaranteed in Section 7 of the Act. full Name of party filing charge (if labor organization, give full) (6), (b) (7)(C) Address (street and number, city, state and ZIP code)		4b. Telephone No.
nts guaranteed in Section 7 of the Act. ull Name of party filing charge (if labor organization, give full) (6), (b) (7)(C)		
nts guaranteed in Section 7 of the Act. full Name of party filing charge (if labor organization, give full (6), (b) (7)(C) Address (street and number, city, state and ZIP code)		4b. Telephone No.
At a guaranteed in Section 7 of the Act. Ull Name of party filing charge (if labor organization, give full (6), (b) (7)(C) Address (street and number, city, state and ZIP code) (6), (b) (7)(C)	I name, including local name and number)	4b. Telephone No. (b) (6), (b) (7)(C)
Address (street and number, city, state and ZIP code) (6), (b) (7)(C) Address (street and number, city, state and ZIP code) (6), (b) (7)(C)	I name, including local name and number)	4b. Telephone No. (b) (6), (b) (7)(C)
nts guaranteed in Section 7 of the Act. full Name of party filing charge (if labor organization, give full (6), (b) (7)(C) Address (street and number, city, state and ZIP code) (6), (b) (7)(C) full name of national or international labor organization of which the content of the content	I name, including local name and number)	4b. Telephone No. (b) (6), (b) (7)(C)
nts guaranteed in Section 7 of the Act. Full Name of party filing charge (if labor organization, give full) (6), (b) (7)(C) Address (street and number, city, state and ZIP code)) (6), (b) (7)(C)	I name, including local name and number)	4b. Telephone No. (b) (6), (b) (7)(C)
hts guaranteed in Section 7 of the Act. Full Name of party filing charge (if labor organization, give full) (6), (b) (7)(C) Address (street and number, city, state and ZIP code) (6), (b) (7)(C) Full name of national or international labor organization of whole a labor organization.	I name, including local name and number) nich it is an affiliate or constituent unit (to be	4b. Telephone No. (b) (6), (b) (7)(C) filled in when charge is filed
hts guaranteed in Section 7 of the Act. Full Name of party filing charge (if labor organization, give full) (6), (b) (7)(C) Address (street and number, city, state and ZIP code)) (6), (b) (7)(C) Full name of national or international labor organization of whether the state and stat	I name, including local name and number) nich it is an affiliate or constituent unit (to be	4b. Telephone No. (b) (6), (b) (7)(C) filled in when charge is filed
nts guaranteed in Section 7 of the Act. Full Name of party filing charge (if labor organization, give full) (6), (b) (7)(C) Address (street and number, city, state and ZIP code) (6), (b) (7)(C) Full name of national or international labor organization of whole a labor organization.	I name, including local name and number) nich it is an affiliate or constituent unit (to be 6. DECLARATION I that the statements are true to the best of recommendations.	4b. Telephone No. (b) (6), (b) (7)(C) filled in when charge is filed my knowledge and belief.
nts guaranteed in Section 7 of the Act. full Name of party filing charge (if labor organization, give full) (6), (b) (7)(C) Address (street and number, city, state and ZIP code) (6), (b) (7)(C) Full name of national or international labor organization of whole a labor organization.	I name, including local name and number) nich it is an affiliate or constituent unit (to be 6. DECLARATION I that the statements are true to the best of recognitions.	4b. Telephone No. (b) (6), (b) (7)(C) filled in when charge is filed
Address (street and number, city, state and ZIP code) (6), (b) (7)(C) Address (street and number, city, state and ZIP code) (6), (b) (7)(C) Full name of national or international labor organization of whole a labor organization.	I name, including local name and number) nich it is an affiliate or constituent unit (to be	4b. Telephone No. (b) (6), (b) (7)(C) filled in when charge is filed

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

(FORM	M EXEMPT UNDER 44 U.S.C. 351
DO NOT V	VRITE IN THIS SPACE
Case	Date Filed
8-CA-34238	5/7/03
VB/in	T S S S S S S S S S S S S S S S S S S S

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

a. Name of Employer Ahmed's Family Cafe	AINST WHOM CHARGE IS BROUGHT	b. Number of workers employed Approx. 17
c. Address (street, city, state, ZIP code) 535 W. Alexis, Toledo, Ohio 43612	d. Employer Representative Thomas Ahmed, Co- owner	e. Telephone No. (419) 478-1231
f. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	g. Identify principal product or service Food Service	
h. The above-named employer has engaged in and is engaging is subsections (1) and of the National Labor Relations Act, and affecting commerce within the meaning of the Act. 2. Basis of the Charge (set forth a clear and concise statement of Since on or about April 12, 2003, the Employ representatives, has interfered with, restrained, a employees of Ahmed's Family Cafe, in the exert labor organizations, to bargain collectively through other concerted activities for the purpose of corefrain from any or all such activities, which right specifically, the Employer had refused to sched (b) (6) (7) (7) (C) because (10) (7) (C) to (10) (7) (C) to (10) (7) (C) to (10) (C) (C) (C) (C) (C) (C) (C) (C) (C) (C	these unfair labor practices are unfair practices are unfair labor practices are unfair practices. The facts constituting the alleged unfair labor, Ahmed's Family Cafe, the and coerced, and is interfering reise of their rights to self-organish representatives of their or ollective bargaining or other parts are guaranteed in Section 7	arough its officers, agents, and with, restraining, and coercing anization, to form, join or assist wn choosing, and to engage in mutual aid or protection, or to of the said Act.
By the acts set forth in the paragraphs above and by other a with, restrained and coerced and is interfering with, restrained Section 7 of the said Act.	acts and conduct, it, by its officers, age ning, and coercing its employees in th	ents and representatives, has interfered e exercise of their rights guaranteed in
 Full name of party filing charge (if labor organization, give full n (b) (6), (b) (7)(C) 	name, including local name and number)	
4a. Address (street and number, city, state and ZIP code)		4b. Telephone No.

Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.

I declare that I have read the above of	 DECLARATION harge and that the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(
By Signature of representative or person making charge	b) (6), (b) (7)(C) Title An Individual
Address	
(b) (6), (b) (7)(C)	$H_{m:}$ (b) (6), (b) (7)(c) \times 5 3 63

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE Date Filed Case 5/7/03 8-CA-34239 KNN/rh

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INSTRUCTIONS

a. Name of Employer	AINST WHOM CHARGE IS BROUGHT	
TEKFOR - USA		b. Number of workers employed Approx. 40
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
3690 Long Road	Chris Schmid, Plant Mgr.	(330) 202-7420
Wooster, OH 44691		
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service	e
Factory	Forgings Auto Industry	
 h. The above-named employer has engaged in and is engaging subsections (1) and of the National Labor Relations Act, and affecting commerce within the meaning of the Act. 2. Basis of the Charge (set forth a clear and concise statement of the Act.) 	these unfair labor practices are unfair practice	es
By the acts set forth in the paragraphs above and by other with, restrained and coerced and is interfering with, restrained Section 7 of the said Act.		
 Full name of party filing charge (if labor organization, give full n (b) (6). (b) (7)(C) 	name, including local name and number)	
	name, including local name and number)	4b. Telephone No.
(b) (6), (b) (7)(C) 4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) 4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which by a labor organization.		(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
8-CA-34246	5/9/03	

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

a. Name of Employer	NST WHOM CHARGE IS BROUGHT	
a. Ivanie of Employer		b. Number of workers employed
Our Lady of the Wayside		
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
38135 Colorado Avenue, Avon, OH 44011	Michelle Homler	(440) 934.6007
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or se	rvice
Home for retarded and handicapped individuals	. Service to residents of	home
 The above-named employer has engaged in and is engaging in of the National Labor Relations Act, and these unfair labor pra 	unfair labor practices within the meaning	g of section 8(a), subsections (1) and
2. Basis of the Charge (set forth a clear and concise stalement of the	he facts constituting the alleged unfair la	bor practices)
representatives has violated Section 8(a)(1) of the retaliation for protected concerted activities.	Act when it constituenvery th	scharged even even even even in
By the above and other acts, the above-named employer has interfe guaranteed in Section 7 of the Act 3. Full name of party filing charge (if labor organization, give full name) (b) (6), (b) (7)(C)		vees in the exercise of the rights
guaranteed in Section 7 of the Act 3. Full name of party filing charge (if labor organization, give full name (b) (6), (b) (7)(C)		yees in the exercise of the rights 4b. Telephone No.
guaranteed in Section 7 of the Act 3. Full name of party filing charge (if labor organization, give full name (b) (6), (b) (7)(C)		
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guaranteed in Section 7 of the Act 3. Full name of party filing charge (if labor organization, give full name) (b) (6), (b) (7)(C) 4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which is by a labor organization) 1. Ideclare that I have read the above charge and that (b) (6), (b) (7)(C(b) (6), (b) (7)(C)	me, including local name and number) it is an affiliate or constituent unit (to be to	4b. Telephone No. (b) (6), (b) (7)(C) illed in when charge is filed by knowledge and belief.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
DB/SI

FORM EXEMPT UNDER 44 U S.C. 3512

FORM NLR8-501 (11-88)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
8-CA-34269	5-16-03	

1. EMPLOYER A	GAINST WHOM CHARGE IS BROUGHT	
s. Name of Employer Siemens Energy and Automation Inc.		b. Number of workers employed Approx. 800
c. Address (street, city, state, ZIP code) 811 N. Main St. Bellefontaine, Ohio 43311	d. Employer Representative Tony Gasbarro	e. Telephone Na. (937) 593-6010
Type of Establishment (lactory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Circuit Breakers and S	
h. The above-named employer has engaged in and is eng and (list subsections) 8(a)1, 8(a)2, 8(a)3, and these unfair labor practices are unfair practices affect	8(a)4 and 8(a)5	of the National Labor Relations Act.
2. Basis of the Charge (set forth a clear and concise stateme	nt of the facts constituting the alleged ur	fair labor practices)
	· (55)	
		į

On or about (b) (6), (b) (7)(C) 2002 the employer by it's officers, agents and representatives conspired with the local union 1691 representatives to intentionally discriminate against, lie to, deceive, misrepresent and discharge (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union activity. (Filing a grievance(s).)

On or about (b) (6), (b) (7)(C) 2003 the employer by it's officers, agents and representatives, conspired with the local union 1691 representatives to blackmail and coerce into dropping any and all past grievances against the company, and any and all pending charges against the local union 1691, and to release the company and the local union from any and all liability whether then known or thereinafter discovered. If not, the company representatives would refuse to bargain in good faith and the union representatives would refuse to provide fair and adequate representation.

Since November 9, 2000 the above named employer, by it's officers, agents, and representatives have harassed and interfered with, restrained, and coerced the rights guaranteed in section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (If labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

4b. Telephone No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(title if any)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

8. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(b) (6), (b) (7)(C)

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' UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
8-CA-34305	6-2-03	

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST	WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Number of workers employed
Miceli Glass Co.		X 6
c. Address (street, city, state, ZIP code) Douer Onic 44622 298 Schneider's Crossing RdNE.	John Miceli	e Telephone No. 330-343-7504
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or ser	vice
A Glass Shop	Glass installation	
 h. The above-named employer has engaged in and is engaging in unfated. (3) and (5) of the National Labor Relations Act, and these unfair the Act. 	r labor practices are unfair practices	affecting commerce within the meaning of
2. Basis of the Charge (set forth a clear and concise statement of the fa	acts constituting the alleged unfair lat	por practices)
On or about (b) (6), (b) (7)(C) 2002 it, by its officers, ages unit employee (b) (6), (b) (7)(C), a member of Glazie membership in that labor organization and in disregal bargaining agreement and refused to re-employ off (b) (6), (b) (7)(C) on (c) (5)(C) (7)(C) 2003, also for reason	ers Union Local 1162, by land rd for the provisions of the until (b) (6), (b) (7)(C) 2003. Fur	current and valid collective
By the above and other acts, the above-named employer has interfered	with, restrained, and coerced employ	
guaranteed in Section 7 of the Act 3. Full name of party filing charge (if labor organization, give full name, i	including local name and number)	
(b) (6), (b) (7)(C)	nation of the first state of the	
4a Address (street and number, city, state, and ZIP code)		4b. Telephone No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
 Full name of national or international labor organization of which it is a by a labor organization) 	an affiliate or constituent unit (to be fi	illed in when charge is filed
6. DEC I declare that I have read the above charge and that the (b) (6), (b) (7)(C) (signature of representative or person making charge) (b) (6), (b)	Indiv	idual
Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(date) 5/25/08

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

FORME	XEWIPT UNDER 44 U.S.C. 3512
DO NOT WRI	TE IN THIS SPACE
Case	Date Filed
8-CA-34306	6-2-03
KNN/rh	

All-Foils, Inc. c. Address (street, city, state, ZIP code) 4. Employer Representative Robert Papp, Pres. (216) 661-0211 Robert Papp, Pres. (216) 661-021 Robert Papp, Pres.		INST WHOM CHARGE IS BROUGHT		-
c. Address (street, city, state, ZIP code) 4.597 Van Epps Rd., Brooklyn Hts., OH 44131 7. Type of Establishment (factory, mine, wholesaler, etc.) Factory 8. Identify principal product or service Raluminum Products 9. Identify principal product or service Raluminum Products 1. Type of Establishment (factory, mine, wholesaler, etc.) Raber of her charge (set forth in the meaning of the Act. 2. Basis of the Charge (set forth a clear and condoes statement of the facts constituting the alleged unfair fabor practices in unfair practices by continuing to give enable by the acts and conduct, it, by its officers, agents and representatives, has interfered with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act. 2. The CLC of the continuing to give enable by the continuing the continuing the continuing	a. Name of Employer	•	the state of the s	oyed
4597 Van Epps Rd., Brooklyn Hts., OH 44131 Robert Papp, Pres. 1 Type of Establishmen (factory, mine, wholesaler, etc.) Robert Papp, Pres. 1 G. 16 Healthy principal product or service Pactory Aluminum Products In the above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act. 2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair fabor practices.) Since on or about more above the above-named employer discriminated against employee (b) (6), (b) (7)(C) by continuing to give more onerous working conditions because of protected concerted activities. Since on or about employment because of protected concerted activities. Since on or about employment because of protected concerted activities. Since on or about employment because of protected concerted activities. By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act. 2 Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) 3 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filled by a labor organization. (b) (6), (b) (7)(C) 5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filled by a labor organization. (b) (6), (b) (7)(C) 5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filled by a labor organizatio		1.2		
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory Aluminum Products h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.) Since on or about (1888) Since on or about (1888) To see the section of the section of the facts of the facts constituting the alleged unfair labor practices. Since on or about (1888) To section of the section of the facts of the facts constituting the alleged unfair labor practices are unfair practices are unfair practices affecting commerce on the facts constituting the alleged unfair labor practices. Since on or about (1888) To section of the section of the section of the facts constituting the alleged unfair labor practices are unfair practices are unfair practices. Since on or about (1888) To section of the section of				
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h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and 8(a) (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices). Since on or about provided the above-named employer discriminated against employee (b) (6), (b) (7) (C) by continuing to give more onerous working conditions because of protected concerted activities. Since on or about provided more onerous working conditions because of protected concerted activities. Since on or about provided more onerous working conditions because of protected concerted activities. By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7) (C) 3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7) (C) 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filled by a labor organization. 6. DECLARATION Title An Individual Park Address (b) (6), (b) (7) (C) Title An Individual Date 5/30 p3 3			rvice	
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Since on or about by continuing to give more onerous working conditions because of concerted activities. Since on or about concerted activities. By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act. Section 7 of the said Act. Section 7 of the said Act. Section 8 of a concerted and number of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) 4b. Telephone No. (b) (6), (b) (7)(C) (c) (b) (6), (b) (7)(C) Section 7 of the said Act. Section 8 of a concerted activities. By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act. Section 7 of the said Act. Section 9 of	2. Basis of the Charge (set forth a clear and concise statement of	the facts constituting the alleged unfair la	bor practices)	
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Since on or about state of the				
by terminating employment because of employment in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restraining, and conduct, it, by its officers, agents and representatives, has interfered with, restraining, and conduct, it, by its officers, agents and representatives, has interfered with, restraining, and conduct, it, by its officers, agents and representatives, has interfered with, restraining, and conduct, it, by its officers, agents and representatives, has interfered with, restraining, and conduct, it, by its officers, agents and representatives, has interfered with, restraining, and conduct, it, by its officers, agents and representatives, has interfered with, restraining, and conduct, it, by its officers, agents and representatives, has interfered with, restraining, and conduct, it, by its officers, agents and representatives, has interfered with, restraining, and conduct, it, by its officers, agents and representatives, has interfered with, restraining, and conduct, it, by its officers, agents and representatives, has interfered with, restraining, and conduct, it, by its officers, agents and representatives, has interfered with, restraining, and conduct, it, by its officers, agents and represented in the exercise of their rights guaranteed in Section 7 of the said Act. 2	of comments of the second of t			
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By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act. 2	best amount of about 1997, 2003, the above-framed	employer discriminated again	ist employee Charles	W-1
with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act. 2	by terminating employment because of pr	otected concerted activities.		
with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act. 2		T C. (1) C. (2)	CONTRACTOR OF L	
Section 7 of the said Act. 2				
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) 4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filled by a labor organization. 6. DECLARATION 1. declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) Signatu Address (b) (6), (b) (7)(C) Signatu Address (b) (6), (b) (7)(C) Date 5/30/93		ing, and coercing its employees in th		nteed in
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) 4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filled by a labor organization. 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) By Title An Individual Signatt Address (b) (6), (b) (7)(C) Date 5/30/03	Section 7 of the said Act.		2 =	
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3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) 4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filled by a labor organization. 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) By Title An Individual Signatt Address (b) (6), (b) (7)(C) Date 5/30/03				T_ m
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Ideclare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) Signatu Address (b) (6), (b) (7)(C) Title An Individual Date 5/30/03				
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Signatu				
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	Address	the state of the s	Date 5/30/0	₹
	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	10/00/00)
		HARGE CAN BE PUNISHED BY FINE	AND IMPRISONMENT	

FCRM NLRB-501

NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	M EXEMPT CHOCK 44 U.S.C. 3312
Case	Date Filed
8-CA-34334	6-13-03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

a. Name of Employer	WHOM CHARGE IS BROUGH	
		b. Number of workers employed
AUTUMN COURT		40
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
1925 EAST FOURTH STREET	KELLY GARRISON	419-523-4370
OTTAWA, OH 45875		
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or s	service
NURSING HOME a. The above-named employer has engaged in and is engaging in unit	ELDERLY CARE	
8(A)(1), 8(A)(3), 8(A)(4), AND 8(A)(5) of the Natic affecting commerce within the meaning of the Act. 2. Basis of the Charge (set forth a clear and concles statement of the interpretation of the Concrete statement of the Act. 2. Basis of the Charge (set in the Act. 2. Basis of the Charge (set in the Act. 2. Basis of the Charge (set in the Act. 2. Basis of the Charge (set in the Act. 2. Basis of the Charge (set in the Act. 2. Basis of the Charge statement of the Act. 2. Basis of the Charge statement of the Act. 2. Basis of the Charge statement of the Act. 2. Basis of the Charge statement of the Act. 2. Basis of the Charge statement of the Act. 2. Basis of the Charge statement of the Act. 2. Basis of the Charge statement of the Act. 2. Basis of the Charge statement of the Act. 2. Basis of the Charge statement of the Act. 2. Basis of the Charge statement of the Act. 2. Basis of the Charge statement of the Act. 2. Basis of the Charge statement of the Act. 2. Basis of the Charge statement of the Act. 2. Basis of the Charge statement of the Act. 2. Basis of the Charge statement of the Act. 2. Basis of the Charge statement of the Act. 2. Basis of the Charge statement of the Act. 2. Basis of the Charge statement of the Act. 2. Basis of the A	lacts consiltuting the elleged untain COUGH ITS OFFICERS, AGLOYEES(b) (6), (b) (7)(INION BUTTONS ON THEIR BUGH ITS OFFICERS, AGENT OFFICERS, A	Industrial
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18-30) UNITED STATES OF AMERICA		FORM EXEMPT UNDER 44 U S.C. 351
	L DO NO	OT WRITE IN THIS SPACE
DRAOB ENDITABLE ROBAL LANDITAN	Case	Date Filed
CHARGE AGAINST EMPLOYER	8-CA-34339 6-17-03	
INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director presence occurred or is occurring.	r for the region (n which the alteged untair labor
I. EMPLOYER AGAINST WHOM CHARGE'S BRO	UGHT.	
DRAIN COUNTY GOWEN ACRES NURSING HOME		b. Number of workers employed
O. BOX 190 AMHERST, OIHO 44001		e. Totophone No. 440 988-2322
Type of Establishment (factory, mine, wholesaler, etc.)	or service	
FEALTH CARE FACILITY The above named employer has angaged in and is angaging in unlair labor practices with	thin the meaning	g of section 8(a), subsections (1
and (list-autosections) and these unfair practices attacting commerce within the meaning	o!	the National Labor Relations Ac
Basis of the Charge to specific as to (b) (c) (b) (7) (c) drosses, plants involved, deles, place.	s, ora) A a	-181
I am a year old professional In	the le	a circle you
I have telen accused of drug theft and d	trug ale	assety the
administration at the gainte of which	Haden	An Donnet
uen occoss.	,	199
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Full name of party Illing charge (if labor organization, give full name, including local name a	and number)	
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a labor organization)	E144051	PAC S
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declare that I have read the above charge and that the statements are true (b) (6), (b) (7)(C)		my knowledgerand belled

b. Number of workers employed

FORM NLRB-501 (11-88)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	Ī
8-CA-34341	6-17-03	

INS	TD	110	TI	AA	IC.

a. Name of Employer

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

I. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

MSX Platform Services		
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No
22355 W. Eleven Mile Road, Southfield MI 48034	x Ken Martin	212-575-2799
Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or ser-	vice
XIT & Engineering Contract House	XII & Course sin Contra	ct Fundances
XIT 3 Engineering Contract House. The above-named employer has engaged in and is engaging in unsubsections) [1] practices affecting commerce within the meaning of the Act.	of the National Labor Relations Act, and th	ese unfair labor practices are unfair
Basis of the Charge (set forth a clear and concise statement of the	ne facts constituting the alleged unfair labor p	oractices)
On or about (1966, 1966) 2003, it terminated the employment of (1966) or otected concerted activities under the Act	o) (6), (b) (7)(C) at ^{©)(6)} work location in Warre	en, Ohio because engaged in
		RECEIVED NLRB REGION 8
y the above and other acts, the above-named employer has interparateed in Section 7 of the Act. Full name of party filing charge (if labor organization, give full of (6), (b) (7)(C) Address (street and number, city, state, and 21P code)		
		(b) (6), (b) (7)(C)
	n it is an affiliate or constituent unit (to be fill DECLARATION at the statements are true to the best of my	ed in when charge is filed by a labor knowledge and belief. An Individual
making charge)		(title if any)
	Same	X 6-16-23

FORM NLBB-501 DO NOT WRITE IN THIS SPACE UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD Case Date Filed CHARGE AGAINST EMPLOYER 6/30/03 8-CA-34365 INSTRUCTIONS: File an original and 4 copies of this charge with MLRS Regional Director for the region in which the sleged untain jabor practice occurred or to occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Number of workers employed THK MANUFACTURING OF AMERICA 200 c. Address (street, city, state, ZIP code) d. Employer Representative e. Telephone No. 471 North High St, Hebron, OH 43025 Matt Rosen (740) 928- 1415 g. Identify principal product or service 1 Type of Establishment (factory, mine, wholesaler, etc.) Factory inear motion systems It The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act. and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act. 2. Basis of the Charge (be specific as to lacts, names, addresses, plants involved, dates, places, etc.) I was discharged by THK in present of 2003 for alledgedly falsifying a Company record. I believe the Discharge is a result of my Union activity during a recent organizing campaign.

MEGION 8 103

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

Full name of party filing charge (if labor organization, give full name, including local name and number)

a labor organization)

lumber, city, state, and ZIP code)

4b. Telephone No.

(b) (6), (b) (7)(C)

national labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)

6 l(b Address

(litie if any)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA .NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

F.	ORM EXEMPT UNDER 44 U.S.C. 3512
DO NO	T WRITE IN THIS SPACE
Case	Date Filed
8-CA-34375	7-2-03

INSTRUCTIONS

the region in which the alleged unfair labor practice occurs 1. EMPLOYER A	red or is occurring. GAINST, WHOM CHARGE IS BROUGHT	
a. Name of Employer Ahmed's Cafe, Inc. d/b/a Ahmed's Family Caf		b. Number of workers employed Approx. 17
c. Address (street, city, state, ZIP code) 535 W. Alexis, Toledo, OH 43612	d. Employer Representative Thomas Ahmed, Co- Owner	e. Telephone No. 419-478-1231
f. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	g. Identify principal product or se Food Service	rvice
subsections (1) and (1) of the National Labor Relations Acaffecting commerce within the meaning of the Act. 2. Basis of the Charge (set forth a clear and concise statement Since on or about April 12, 2003, the Employer, representatives, has interfered with, restrained, employees of Ahmed's Family Café, in the exercise of activities for the purpose of collective any or all such activities, which rights are guarant Specifically, the Employer had reduced pay and/or discharge (a) (6) (b) (7)(C), because conditions for fellow employees. By the acts set forth in the paragraphs above representatives, has interfered with, restrained employees in the exercise of their rights guarant.	Ahmed's Family Café, through is and coerced, and is interfering we case of their rights to self-orgainizing here are self-orgainizing or other mutual aid of anteed in Section 7 of the said Act and refused to schedule (b) (6), (b) concerted employee concerns about and coerced and is interfering with	ts officers, agents, and ith, restraining, and coercing ation, to form, join or assist choosing, and to engage in other r protection, or to refrain from (7)(C) for any work hours it hours and working
3. Full name of party filing charge (if labor organization, give full (b) (6), (b) (7)(C)	I name, including local name and number)	
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)		4b. Telephone No. (inm) (b) (6), (b) (7)(C) or (wk) (b) (6), (b) (7)(C) ext.
Full name of national or international labor organization of who by a labor organization.	nich it is an affiliate or constituent unit (to be	filled in when charge is filed
Lideclare that I have read the above charge and (b) (6), (b) (7)(C) By Signature of representative of person making charge (b) (6), (b) (7)(C)		An Idividuat RECEIVED

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

	EXEMPT UNDER 44 U.S.C. 3512	
DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
8-CA-34377	7-2-03	

IC/skb

INSTRUCTIONS

the region in which the alleged unfair labor practice occurred	d or is occurring. AINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Delphi Packard Electric System	ANG WHOM CHANGE IS BROUGH	b. Number of workers employed Approx. 5000
c. Address (street, city, state, ZIP code) 408 Dana, NE, Warren, OH 44486	d. Employer Representative Human Resource Manager,	e. Telephone No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or see Plastic Components/Plas	
 The above-named employer has engaged in and is engaging subsections (1) and of the National Labor Relations Act, and affecting commerce within the meaning of the Act. 		
self-organization, to form, join or assist labor of their own choosing, and to engage in other coother mutual aid or protection, or to refrain from Section 7 of the said Act by threatening and hard Specifically, the Employer ordered union representations gestures to employees who engaged By the acts set forth in the paragraphs above and representatives, has interfered with, respectively.	oncerted activities for the purp om any or all such activities, assing its employees because of esentatives out of the plant and in activities on behalf of IUE- re and by other acts and constrained and coerced and is	ose of collective bargaining or which rights are guaranteed in f their union activities. yelled at employees and made CWA, AFL-CIO Local 717. duct, it, by its officers, agents interfering with, testraining:
and coercing its employees in the exercise of the same of party filing charge (if labor organization, give full (b) (6), (b) (7)(C)		0 = 0
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C)
Full name of national or international labor organization of white by a labor organization.	ch it is an affiliate or constituent unit (to be	filled in when charge is filed
I declare that I have read the above charge and (b) (6), (b) (7)(C) Signature of representative or person making charge /s/(b) (6), (b) (7)(C)		my knowledge and belief. An Individual T-2-03

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

ORM E	EXEMPT UNDER 44 U.S.C. 351
DO NOT WR	TE IN THIS SPACE
Case	Date Filed
8-CA-34378	7-2-03
DB/jp	

INSTRUCTIONS

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer Delphi Packard Electric System c. Address (street, city, state, ZiP code) 408 Dana, NE, Warren, Ohio 44486 d. Employer Representative Human Resource Manager f. Type of Establishment (factory, mine, wholesaler, etc.) Factory g. Identify principal product or service Plastic Components/Plastic Moldings h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about (1) (2003), it, through its officers, agents, and representatives, has interfered restrained, and coerced, and is interfering with, restraining, and coercing employees of Delphi Pace Electric System, in the exercise of their rights to self-organization, to form, join or assist labor organization bargain collectively through representatives of their own choosing, and to engage in other concactivities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from a
Delphi Packard Electric System c. Address (street, city, state, ZIP code) 408 Dana, NE, Warren, Ohio 44486 f. Type of Establishment (factory, mine, wholesaler, etc.) Factory g. Identify principal product or service Plastic Components/Plastic Moldings h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about (OTE), (OTT)(E),
408 Dana, NE, Warren, Ohio 44486 Human Resource Manager f. Type of Establishment (factory, mine, wholesaler, etc.) Factory g. Identify principal product or service Plastic Components/Plastic Moldings h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about (5)(6)(6)(7)(6), (2)(7)(6), (2)(7)(6), (3)(7)(6), (4)(7)(6), (5)(7)(6), (5)(7)(6), (6)(7)(6),
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory g. Identify principal product or service Plastic Components/Plastic Moldings h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about (a) (6) (6) (7) (C) (C) (C) (C) (C) (C) (C) (C) (C) (C
Plastic Components/Plastic Moldings h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about (6)(6)(6)(7)(C) 2003, it, through its officers, agents, and representatives, has interfered restrained, and coerced, and is interfering with, restraining, and coercing employees of Delphi Pac Electric System, in the exercise of their rights to self-organization, to form, join or assist labor organization bargain collectively through representatives of their own choosing, and to engage in other concepts.
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about (5)(6)(6)(7)(C) (2)(C) (2)(C) (2)(C) (3) (3), it, through its officers, agents, and representatives, has interfered restrained, and coerced, and is interfering with, restraining, and coercing employees of Delphi Pac Electric System, in the exercise of their rights to self-organization, to form, join or assist labor organization bargain collectively through representatives of their own choosing, and to engage in other concepts.
subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about (5)(6)(6)(7)(6) 2003, it, through its officers, agents, and representatives, has interfered restrained, and coerced, and is interfering with, restraining, and coercing employees of Delphi Pac Electric System, in the exercise of their rights to self-organization, to form, join or assist labor organization bargain collectively through representatives of their own choosing, and to engage in other conditions.
Since on or about [6] (6), (6), (7) (2) 2003, it, through its officers, agents, and representatives, has interfered restrained, and coerced, and is interfering with, restraining, and coercing employees of Delphi Pac Electric System, in the exercise of their rights to self-organization, to form, join or assist labor organization bargain collectively through representatives of their own choosing, and to engage in other conditions.
all such activities, which rights are guaranteed in Section 7 of the said Act. Specifically, the Employer ordered (b) (6). (b) (7)(c) and escorted (b) (6). (b) (7)(c) out of the plant in retaliation engaging in activities on behalf of IUE-CWA, AFL By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interwith, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guarant Section 7 of the said Act.
LEV 2 RE
3. Full name of party filing charge (if labor organization, give full name, including local name and number)
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) 4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C) 4b. Telephone No. (b) (6), (b) (7)(C)
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) 4a. Address (street and number, city, state and ZIP code)

INTERNET FORM NLRB-501 (11-94)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

	FORM EXEMPT UNDER 44 U.S.C. 3512
DO NOT WRI	TE IN THIS SPACE
Case 8-CA-34379	Date Filed

INSTRUCTIONS:

1. EMPLOY	ER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Wyandot, Inc.		b. Number of Workers Employed 50+
c. Address (street, city, State, ZIP, Code) 135 Wyandot Avenue	d. Employer Representative	e. Telephone No. (740) 383-4031
Marion, Ohio	Kelly McGowan-HR Manager	Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify Principal Product or Service Produce and package snack foods	
h. The above-named employer has engaged in and is engaging subsections) 8(a)(1) practices are unfair practices affecting commerce within the	of the National Labo	on 8(a), subsections (1) and (list or Relations Act, and these unfair labor
2. Basis of the Charge (set forth a clear and concise statement 1.) Charging party ('(***********************************		
2.) was terminated from employment or	(6), (b) (7)(C) 2003 for alleged misconduct towar	ds another employee.
3.) Shortly following termination, because filed a gentlement of the sentlement of t	grievance with [5][6] local union ("Union"). In evance and has decided not to pursue it to arb	
4.) Article VII, Section 1 of the Agreement between V just cause. It is assertion that discharge w Agreement; and thus, constitutes an unfair labor practice.	vas not for just cause. Therefore, termina	ny may discharge an employee only for tion was in violation of the presents the following evidence:
have been involved in some form of altercation with ar supervision of (b) (6), (b) (7)(C) but who have not been (b) (6), (b) (7)(C) (5) (7)(C) (b) Wyandot's discharge of amounts to a similarly situated employees were not discharged for (codone in bad faith.	an unfair labor practice because the discharge	was not for just cause in that other
(c) At the time of would have to take medical lear result of this medical condition. This is clearly an impurate evidence that (100,00,000) termination was not for By the above and other acts, the above-named employer in guaranteed in Section 7 of the Act.	ve in the near future. (************************************	termination was, at least in part, as a n unfair labor practice, and provides
3. Full name of party filing charge (if labor organization, give full	name, including local name and number)	
(b) (6), (b) (7)(C) 4a. Address (street and number, city, State, and ZIP Code)	· · · · · · · · · · · · · · · · · · ·	4b. Telephone No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of whi	ich it is an affiliate or constituent unit (to be filled in w	hen charge is filed by a labor organization)
I declare that I have read the above charge	DECLARATION and that the statements are true to the best of m	v knowledge and belief
fare E Nouvebo		Granger Co., L.P.A.
(Signature of representative or person making charge	Fax No. (614) 885-	
Address 132 North World Blud Columbus Offic 470	25 (614) 854-0615 (Telephone	January 27, 2003

FÜRM NLRB-501

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

TOKIM CA	-1411 1 014DEN 11 0.0.0. 001
DO NOT WRITE	IN THIS SPACE
Case	Date Filed
8-CA-34385	7-7-03
KNN/rh	

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

the region in which the uneged difful tubor practice occurred or is			
1. EMPLOYER AGAINST	WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Number of workers employed	
C.T. Taylor Company, Inc.		100	
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.	
5802 Akron-Cleveland Road, Hudson, Ohio 44236	Charles Taylor, CEO	330-656-9353	
f. Type of Establishment (factory, mine, wholesaler, etc.)	 g. Identify principal product or service 	e	
Construction Sheet and concrete			
h. The above-named employer has engaged in and is engaging in unfai subsections (1) of the National Labor Relations Act, and these unfair affecting commerce within the meaning of the Act.		section 8(a),	
2. Basis of the Charge (set forth a clear and concise statement of the far Since on or about July 7, 2003, the above-named Employem employees employed by Lynn Masonry by interfering performing his duties on their behalf.	yer, by (b) (6), (b) (7)(C) interfere	d with the Section 7 Rights of	
By the acts set forth in the paragraphs above and by other acts an with, restrained and coerced and is interfering with, restraining, a Section 7 of the said Act.			
		,	
		i	
3. Full name of party filing charge (if labor organization, give full name, in	cluding local name and number)		
Laborers' International Union of North America, AFL		rganizing Committee	
4a. Address (street and number, city, state and ZIP code)	, , , , , , , , , , , , , , , , , , , ,	4b. Telephone No.	
25 Century Blvd., Ste. 305, Nashville, TN 37214		615-885-6872	
5. Full name of national or international labor organization of which it is a	n affiliate or constituent unit (to be filled		
by a labor organization.			
		(
	LARATION	and decorate the tief	
I declare that I have read the above charge and that the	statements are true to the best of my k	nowledge and belief.	
By Marke M. Martella	.Title Org	panizer	
Signature of representative or person making charge /s/ Matt Macle	ellan	, ,	
Address	Telephone No.	Date 7/7/12	
2604 River Road, Willoughby Hills, OH 44094	440-477-4416	ל שוי ך׳	
WILLIAM SALOF OTATTATION ON THE OUTE			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

FO	RM EXEMPT UNDER 44 U.S.C. 3512
DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-34395	7–14–03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is

1, EMPLOYER AGA	AINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Number of workers employed
REM Consulting of Ohio, Inc.		13
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
299 Alpha Drive, Highland Heights, OH 44143	Mary Kay Ziccardi	440-473-0601
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or ser	vice 4 For people that are melutally reto
 The above-named employer has engaged in and is engaging of the National Labor Relations Act, and these unfair labor presented. 	in unfair labor practices within the meaning ractices are unfair practices affecting comm	of section 8(a), subsections (1) and nerce within the meaning of the Act.
Since on or about 2003, it, through its officers, and is interfering with, restraining, and coercing employe organization, to form, join or assist labor organizations, to engage in other concerted activities for the purpose of any or all such activities, which rights are guaranteed in Specifically, the Employer terminated (b) (6), (b) (7)(C) for By the above and other acts, the above-named employer has integuaranteed in Section 7 of the Act	agents, and representatives, has interested of REM Consulting of Ohio, Inc., to bargain collectively through represe collective bargaining or other mutual section 7 of the said Act. engaging in protected concerted activities and coerced employments.	rfered with, restrained, and coerced, in the exercise of their rights to self-entatives of their own choosing, and laid or protection, or to refrain from rities.
 Full name of party filing charge (if labor organization, give full r. (b) (6), (b) (7)(C) 	name, including local name and number)), NG
4a. Address (street and number, city, state, and ZIP code)		4b. Telephone 4e. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which by a labor organization)	ch it is an affiliate or constituent unit (to be	filled in when charge is med
By \times (b) (6), (b) (7)(C) (b) (signature or representative or person making charge and (b) (6), (b) (7)(C)	(6\ (b\ (7\(C\	any)An Individual (date) ×77-12 = 03

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FC	DRM EXEMPT UNDER 44 U.S.C. 35	
DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
8-CA-34397	7-15-03	

INSTRUCTIONS
File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

occurring.	·			
EMPLOYER AGAINST A. Name of Employer	WHOM CHARGE IS BROUGHT	b. Number of workers employed		
Ahmed's		B. Hamber of Workers employed		
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.		
535 West Alexis Road, Toledo, OH 43612	Tommy Ahmed, Mgr.	(419) 478-1231 (419) 478-3400		
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or servi			
Restaurant	Restaurant/Food Se	ervice		
h. The above-named employer has engaged in and is engaging in unfor the National Labor Relations Act, and these unfair labor practice. 2. Basis of the Charge (set forth a clear and concise statement of the following concentration of the following protected concerted act terminated (b) (6), (b) (7)(C): in retaliation for the following protected concerted act terminated (b) (6), (b) (7)(C): in retaliation for the following protected concerted act terminated (b) (6), (b) (7)(C): in retaliation for the following protected concerted act terminated (b) (6), (b) (7)(C): in retaliation for the following protected concerted act terminated (b) (6), (b) (7)(C): in retaliation for the following protected concerted act terminated (b) (6), (b) (7)(C): in retaliation for the following protected concerted act terminated (b) (6), (b) (7)(C): in retaliation for the following protected concerted act terminated (b) (6), (b) (7)(C): in retaliation for the following protected concerted act terminated (b) (6), (b) (7)(C): in retaliation for the following protected concerted act terminated (b) (6), (b) (7)(C): in retaliation for the following protected concerted act terminated (b) (6), (b) (7)(C): in retaliation for the following protected concerted act terminated (b) (6), (b) (7)(C): in retaliation for the following protected concerted act terminated (b) (6), (b) (7)(C): in retaliation for the following protected concerted act terminated (b) (6), (b) (7)(C): in retaliation for the following protected concerted act terminated (b) (6), (b) (7)(C): in retaliation for the following protected concerted act terminated (b) (6), (6), (6), (6), (6), (6), (6), (6)	es are unfair practices affecting comme facts constituting the alleged unfair labor mployer by its agents a it took work duties aw ivities and when on or protected concerted act	nd/or representative having of the Act. or practices) nd/or representative having from (b) (6), (b) (7)(C) about (b) (6), (b) (7)(C) 2003 ivities.		
3. Full name of party filing charge (if labor organization, give full name, (b) (6), (b) (7)(C)	including local name and number)	¥ 03		
4a. Address (street and number, city, state, and ZIP code)		4b. Telephone No.		
(b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which it is by a labor organization)		(b) (6), (b) (7)(C)		
i declare that I have read the above charge and that the By (b) (6), (b) (7)(C		dividual		
Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	X7-7-03 (date)		
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNIS	HED BY FINE AND IMPRISONMENT	(U.S. CODE, TITLE 18,		

SECTION 1001)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

- FORM	EXEMPT UNDER 44 U.S.C. 351
DO NOT WRITE	IN THIS SPACE
Case	Date Filed
8-CA-34468	8-25-03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is

	T WHOM CHARGE IS BROUGHT	
a. Name of Employer	b. Number of workers employed	
St. Elizabeth Hospital		75
Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No
044 Belmont Avenue, Youngstown, OH 44501	Bob Schroeder, CEO	(330) 746-7211
Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or se	rvice
Hospital	Medical Care	
The above-named employer has engaged in and is engaging in us	nfair labor practices within the meaning	g of section 8(a)(1)
of the National Labor Relations Act, and these unfair labor practi. 2 sis of the Charge (set forth a clear and concise statement of the		
	9 11 12 1	
Since on or about (b) (6), (b) (7)(C) 2003, it, through its o	officers, agents, and represen	tatives, has interfered with,
estrained, and coerced, and is interfering with, rest		
n the exercise of their rights to self-organization, to		
collectively through representatives of their own ch		
purpose of collective bargaining or other mutual aid		
which rights are guaranteed in Section 7 of the said		and some mind and make many than
Allon regula are guaranteed in occion 7 of the said	1100	
Specifically, (b) (6), (b) (7)(C) was terminated	ed because of protected con-	certed activities
pecifically, (b) (c), (b) (r)(c) was terminate	ed because of protected con-	corted activities.
		6
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		1 29 PH '03
		工 5
ly the above and other acts, the above-named employer has interfere	ed with, restrained, and coerced emplo	byees in the exercise of the rights
uaranteed in Section 7 of the Act Full name of party filing charge (if labor organization, give full name)		
	c, moderny rocal marine and name of	
(b) (6), (b) (7)(C) a. Address (street and number, city, state, and ZIP code)		4b. Telephone No.
(b) (6) (b) (7)(C)		(b) (6), (b) (7)(C)
Full name of national or international labor organization of which it	is an affiliate or constituent unit (to be	
by a labor organization)	2 24 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	Section of the Property of the Control of the Contr
6. U	DECLARATION the statements are true to the best of the statements are true to the best of the statements are true to the best of the statements are true to the statements are true true true true true true true tr	my knowledge and belief.
(b) (6) (b) (7)(6)	1	• • • • • • • • • • • • • • • • • • • •
X(D)(O),(D)(/)(C	tu di	aa.
(signature of representative or person making charge) (b) (6		vidual fany) ,
Acide residue est transfer estructura en Estructura en estructura en estructura en estructura en estructura en	(little)	V/ alanla
A STATE OF THE PARTY OF THE PAR		V V/1/1/1/1/
ddress (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	1 0/00/0-

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) RMont/sl

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

(. ORM	EXEMPT UNDER 44 U.S.C	3512
	RITE IN THIS SPACE	10
Case	Date Filed	0,
8-CA-34479	8-28-03	

INSTRUCTIONS

File	an	original	and 4	copies of	this cl	narge with	NLRB	Regional	Director for	
									in annierina	

the region in which the alleged unfair labor practice occurred	d or is occurring, sef AINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Tru Serve, Corp.	RINST WHOM CHARGE IS BROUGHT	b. Number of workers employed 130
c. Address (street, city, state, ZIP code) 26025 First Street, Westlake, Ohio 44145	d. Employer Representative Mike Johnski	e. Telephone No. (440) 835-0200
f. Type of Establishment (factory, mine, wholesaler, etc.) Distribution Center	provement products	
h. The above-named employer has engaged in and is engaging is subsections (1) and (3) of the National Labor Relations Act, a affecting commerce within the meaning of the Act.	in unfair labor practices within the meaning nd these unfair labor practices are unfair p	g of section 8(a), practices
because of union activities in support of Team	msters Local 293, including se	RECLIVED RECION 6 RECION 6 RECION 6
By the acts set forth in the paragraph above and representatives, has interfered with, restrained, a its employees in the exercise of their rights guara	nd coerced and is interfering w	vith, restraining, and coercing

3 Full name of party filing the charge (b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

4b. Telephone No. (b) (6), (b) (7)(C)

Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By _____ (b) (6), (b) (7)(C) Signature of representative or person making charge

(b) (6), (b) (7)(C)

(1)(0)

Telephone No.
Same as above

Date 8-25-63

Same as above

Address

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

l FOR	M EXEMPT UNDER 44 U.S.C. 3512
NOT WRIT	TE IN THIS SPACE
Case	Date Filed
8-CA-34495	9/4/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

occurring.				
	T WHOM CHARGE IS BROUGHT	b. Number of workers employed		
a. Name of Employer				
OTTACAGIO INC. d/b/a Kountry Kupboard		Approx 30		
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.		
6152 W. Market Street, Leavittsburg, OH 44430	Giorgio X Femila., Partner	Femia, 330-898-7797		
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or services	vice		
Service	Restaurant			
 h. The above-named employer has engaged in and is engaging in un (a)(1) of the National Labor Relations Act, and these unfair labor practic 2. Basis of the Charge (set forth a clear and concise statement of the 	es are unfair practices affecting comm	nerce within the meaning of the Act.		
Since on or about August 20 and 22, 2002, the abov (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C), respectively, b	[2018] [12] [13] [14] [15] [15] [15] [15] [15] [15] [15] [15			
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		EN PH 103		
		نيف ا		
By the above and other acts, the above-named employer has interfered guaranteed in Section 7 of the Act		ees in the exercise of the rights		
 Full name of party filing charge (if labor organization, give full name, (b) (6), (b) (7)(C) 	, including local name and number)			
4a. Address (street and number, city, state, and ZIP code)		4b. Telephone No.		
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)		
 Full name of national or international labor organization of which it is by a labor organization) 	s an affiliate or constituent unit (to be fil	led in when charge is filed		
	CLARATION			
$_{*}$ (b) (6), (b) (7)(C)	ne statements are true to the best of m	y knowledge and belief. any) an Individual		
Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	1000 X 8-28-03		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

FORM E	XEMPT UNDER 44 U.S.C. 3512			
DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
8-CA-34533	9-16-03			
DB/tms				

INSTRUCTIONS

the region in which the alleged unfair labor practice occurred	or is occurring. AINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Assisted Living Concepts, Inc./Seneca House	THE STATE OF THE S	b. Number of workers employed 20
c. Address (street, city, state, ZIP code) 781 Greenfield Street, Tiffin, OH 44883	d. Employer Representative Star Nottingham, Administrator	e. Telephone No. 419-443-8184
f. Type of Establishment (factory, mine, wholesaler, etc.) Assisted Living Complex	g. Identify principal product or se Provide Assisted Living	
subsections (1) and 8(a)(1) only of the National Labor Relaffecting commerce within the meaning of the Act. 2. Basis of the Charge (set forth a clear and concise statement of Since on or about (b)(6),(b)(7)(c) (b)(6),(b)(7)(c) (c) (d)(d)(d)(d)(d)(d)(d)(d)(d)(d)(d)(d)(d)(and continuously thereafter to (b) (7)(C) when it terminated i) of the Act.	the Employer by it agents, or for engaging in protected ents and representatives, has interfered
3. Full name of party filing charge (if labor organization, give full n b) (6), (b) (7)(C)	arne, including local name and number)	•
4a. Address (street and number, city, state and ZIP.code) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C)
Full name of national or international labor organization of whice by a labor organization.	h it is an affiliate or constituent unit (to be	filled in when charge is filed
(b) (6), (b) (7)(C)		an Individual Date X 9-13-03

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

FORM	EXEMPT UNDER 44 U.S.C. 3512
DO NOT WRITE	IN THIS SPACE
Case	Date Filed
8-CA-34544	9-22-03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

	WHOM CHARGE IS BROUGHT	Mumbas of wasters as the sale
a. Name of Employer	D.	Number of workers employed
Express Packaging, Inc. c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
301 Enterprise Drive, Newcomerstown, OH 43832	Robert Haines, Plant Manager	(740) 400 4700
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service	
Packaging Company	Manufacturer Displays and	Package Items
h. The above-named employer has engaged in and is engaging in unfa		
(3) of the National Labor Relations Act, and these unfair labor prac	tices are unfair practices affecting commercial	ce within the meaning of the Act.
2. Basis of the Charge (set forth a clear and concise statement of the fa	acts constituting the alleged unfair labor pra	ctices)
Since on or about (b) (c) (c) (c) (d) (d) (d) (d) (d) (d) (d) (d) (e) (e) (e) (e) (e) (e) (e) (e) (e) (e	training, and coercing employe on, to form, join or assist labor posing, and to engage in other coor or protection, or to refrain from Act.	es of Express Packaging, organizations, to bargain oncerted activities for the any or all such activities,
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		Sep 22 3 os FM "
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		= ω "; <u>;</u>
		g 45
		· · · · · · · · · · · · · · · · · · ·
By the above and other acts, the above-named employer has interfered guaranteed in Section 7 of the Act		
3. Full name of party filing charge (if labor organization, give full name,	including local name and number)	
(b) (6), (b) (7)(C)		4b. Telephone No.
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	- L	(b) (6), (b) (7)(C)
 Full name of national or international labor organization of which it is by a labor organization) 	an affiliate or constituent unit (to be filled in	wnen charge is tiled
3,5 440, 3,6 40, 72		
I declare that I have read the above charge and that the	CLARATION statements are true to the best of my know	vledge and belief.
(b) (6) (b) (7)(C)		
(b) (6), (b) (7)(C(b) (d), (b) (7)(C)	(b) (7)(c) Individua	
(b) (6),	(b) (7)(C) Italividua (title if any)	
or person making charge,	(title it ally)	
ii person making dirangey	(nue ii arry)	1
Address (b) (6), (b) (7)(C)	(little it arry)	(9-17-03

FORM NLRB-501 (11-94)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	FORM EXEMPT UNDER 44 U.S.C. 3512		
DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
8-CA-34558	9-29-03		

INSTRUCTIONS:

File an original and 4 copies of this charge with NLF occurred or is occurring.	RB Regional Director for	the region in which	the alleged unfai	r labor practice
1. EMPLOYE	ER AGAINST WHOM CHARGI	IS BROUGHT		
a. Name of Employer Sanluis Rassini Chassis Systems			b. Number of Wa	rkers Employed
c. Address (street, city, State, ZIP, Code)	d. Employer Representa	ative	e. Telephone No. 419-485-1534	
1812 Magda Dr, Montpelier, OH 43543	Jackie Huffman		Fax No. 419-485-0814	
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify Principal Prod	uct or Service		
factory	automotive coil susp	ension springs		
h. The above-named employer has engaged in and is engaging is subsections) 8 (a) 3 practices are unfair practices affecting commerce within the n		ne meaning of Section 8(of the National Labor Re		
2. Basis of the Charge (set forth a clear and concise statement		and unfair labor practices	e)	
On or about the 23rd of September 2003, the above nanunionization. On or about the 23rd of September 2003, the above nanupporters in an employer-held meeting while doing no	ned employer violated the A			
	ת	€ '	aleas: 110,0H	REPORTED REGION 6 SEP 29 10 23 M '03
By the above and other acts, the above-named employer ha guaranteed in Section 7 of the Act. 3. Full name of party filing charge (# labor organization, give full n International Union, United Automobile, Aerospace and	ame, including local name and l	number)		the rights
4a. Address (street and number, city, State, and ZIP Code)			b. Telephone No.	
1691 Woodlands Dr., Maumee, OH 43537		[4	19-439-5587 Fax No.	
			119-893-4073	
5. Full name of national or International labor organization of which				or organization)
international Union, United Automobile, Aerospace and	Agricultural Implement W	orkers of American,	UAW, AFL-CIO	-
I declare that I have read the above charge ar	6. DECLARATION not the statements are true	e to the best of my kno	owledge and belief.	
By in the	,	Tina Campbell	, Organizer	
(Signature of representative or person making charge)		410 902 4022	(Title,if any)	
Address 1691 Woodlands Dr, Maumee, OH 43537		419-893-4073 9-439-5587		er 28, 2003
		(Telephone No.)	D	ate

INTERNET (11-94)

UNITED ST S OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

- Luce		*	FORM EXEMPT UNDER 44 U.S.C. 3512
	1	O NOT WRITE IN THIS SPACE	
Case	-		Date Filed

11-17-03

8-CA-34660

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice

	ER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Number of Workers Employed	
World Resource Recovery Systems of	Ohio, Inc.	50+	
c. Address (street, city, State, ZIP, Code) 16700 St. Clair Avenue	d. Employer Representative	e. Telephone No. 216-486-6446	
Cleveland, OH 44128	Mike Fisher	Fax No.	
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify Principal Product or Service		
ecycling Company Recycling Company			
h. The above-named employer has engaged in and is engaging subsections) 8(a), subsection (1)		ection 8(a), subsections (1) and (list abor Relations Act, and these unfair labor	

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Since on or about (b) (6), (b) (7)(C) 2003, it, through its officers, agents and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of World Recovery Systems of Ohio, Inc., in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

Specifically, the Employer terminated (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C), 2003, in retaliation for [10] protected concerted activities.



By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street end number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

4b. Telephone No. (b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARA	TION
------------	------

declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

David Roloff

Fax No. 216-781-1972

Attomey

Shapero & Roloff Co., L.P.A.

(Telephone No.)

216-781-1700

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD .CHARGE AGAINST EMPLOYER

λ.	FORM EXEMPT UNDER 44 U.S.C. 3512
DO NO:	T WRITE IN THIS SPACE
Case	Date Filed
8-CA-3469	7 12-2-03

INSTRUCTIONS
File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINS	ST WHOM CHARGE IS BROUGHT			
a. Name of Employer		b. Number of w	orkers employed	1
Medina General Hospital		500+		
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone N		
1000 E. Washington, Medina, Ohio 44256	Gary Hallman, President	(330) 725-	1000	
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or se	rvice		
Hospital	medical care			
h. The above-named employer has engaged in and is engaging in a National Labor Relations Act, and these unfair labor practices are 2. Basis of the Charge (set forth a clear and concise statement of the Since on or about statement of the Since on or about statement of the Restrained, and coerced, and is interfering with, Hospital, in the exercise of their rights to self-or bargain collectively through representatives of activities for the purpose of collective bargaining of all such activities, which rights are guaranteed in Since the purpose of collective bargaining of all such activities, which rights are guaranteed in Since the purpose of collective bargaining of all such activities, which rights are guaranteed in Since the purpose of collective bargaining of all such activities, which rights are guaranteed in Since the purpose of collective bargaining of all such activities, which rights are guaranteed in Since the purpose of collective bargaining of all such activities, which rights are guaranteed in Since the purpose of collective bargaining of all such activities, which rights are guaranteed in Since the purpose of collective bargaining of all such activities, which rights are guaranteed in Since the purpose of collective bargaining of all such activities, which rights are guaranteed in Since the purpose of collective bargaining of all such activities are guaranteed in Since the purpose of collective bargaining of all such activities are guaranteed in Since the purpose of collective bargaining of all such activities are guaranteed in Since the purpose of collective bargaining of all such activities are guaranteed in Since the purpose of collective bargaining of all such activities are guaranteed in Since the purpose of collective bargaining of all such activities are guaranteed in Since the purpose of collective bargaining of all such activities are guaranteed in Since the purpose of collective bargaining of all such activities are guaranteed and activities are guaranteed and activities are guaranteed and	officers, agents, and repressing commerce we facts constituting the alleged unfair land officers, agents, and repressing anization, to form, join of their own choosing, and for other mutual aid or protestection 7 of the said Act.	vithin the meaning of abor practices) eentatives, has eemployees of I r assist labor of to engage in of ction, or to refi	interfered v Medina Gen rganizations other conce rain from an	vith, eral s, to rted y or
because they engaged in protected concerted	activities.	Ċ.	. Dec 2	77. 71.
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			co co	
By the above and other acts, the above-named employer has interfer	red with restrained and coerced emplo	wees in the evernise	of the rights	
guaranteed in Section 7 of the Act		C)	or the rights	
 Full name of party filing charge (if labor organization, give full name) (b) (6), (b) (7)(C) 	ne, including local name and number)	**	5	
4a. Address (street and number, city, state, and ZIP code)		4b. Telepho	ne No.	
(b) (6), (b) (7)(C)	· · · · · · · · · · · · · · · · · · ·	(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C) dealers that I have read the above charge and that	DECLARATION the statements are true to the best of			
Dy Control of the Con	An .	murriduai		
Бу		f any)		

.' WRITE IN THIS SPACE

FORM EXEMPT UNDER 44 U 8 C 3517

NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

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INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WH	OM CHARGE IS BROUGHT			
a. Name of Employer	b. Number of workers emple	yed		
Smithers Scientific Services, Inc.	Unkno	Unknown		
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.		
425 W. Market Street, Alcron, OH 44303	Dave Russell	330/762-7441 330/762-7447 (fax)		
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product	g. Identify principal product or service		
Research & Development Laboratory	Testing and Analysis, Poly	mer related products		

- h. The above employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a). subsections (1) and (list (3) and (5) and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act. subsections)
- 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about Nevember 21, 2002, (and since a date or dates prior thereto, though the charging party did not know of such facts or violations), and continuing at various times since then, Akron Polymer Laboratory and Harwick Standard Distribution Corp. as a single employer, joint employer, and/or alter ego of Akron Polymer Laboratory, by and through its agent or agents, has violated the Act by the following and other acts:

- a. By unilaterally announcing as a fait accompli its decision to layoff most of the unit employees in April, 2003, most of whom had openly engaged in union and/or protected concerted activity, while retaining less senior, newly-hired unit employees, who had not engaged in union or protected concerted activity; by unilaterally implementing in April, 2003, a layoff of employees; by unilaterally determining which employees would be laid off; and by doing all of these things without first giving the exclusive bargaining representative notice and an opportunity to bargain over these decisions and/or their effects;
- b. By inquiring or otherwise interrogating employee(s) as to his and/or her (or others') support for the union and by promising benefits to employee(s) who support management rather than the union, a fact not known by the union until within the 10(b) period;
- c. By failing to provide, fully provide, and/or timely provide information relevant to collective bargaining,
- d. By apparently unilaterally removing a position from the bargaining unit,
- e. By unilaterally transferring unit work to non-unit personnel;
- By refusing to allow the exclusive bargaining representative have its industrial hygenist make a full and timely inspection of the areas of the facility in which unit personnel work and by unilaterally imposing a 3-5 day prior notice requirement to make any non-emergency inspection(s);
- By failing to have an agent for contract negotiations fully authorized to negotiate over economic matters;
- h. By disparately and/or more harshly (or less generously) treating and/or laying off known-union supporting employees and/or employees engaged in concerted protected activity, including but not limited to such activity related to employees' health and safety, as compared to known union-opposing employees, and/or by apparently failing to take disciplinary action against known union-opposing employees, who harass known union-supporting employees;
- i. By unilaterally commencing effective and/or informal cross-training of employees and/or of known union-opposing employees without first bargaining with the Union and/or offering such opportunities to all unit employees and/or to employees, who support the union or engage in concerted protected activities;
- By otherwise failing to bargain in good faith, including engaging in surface bargaining, failing to show up for bargaining sessions, failing to make a contract proposal for over 6 months, making unilateral changes, unilaterally transferring work to non-unit personnel, failing to timely provide requested information, and failing to bargain over effects of a partial sale of the facility before finalizing the sale; and
- k. By any other reason contained in the original charge in NLRB Case No. 8-CA-34283-1, which is incorporated by reference herein.

Since sometime in August or September, 2003, Respondent, Smithers Scientific Services, Inc., has been a successor employer to Akton Polymer Laboratories for the numose of remedving and contactions of the 4 of described above the

Polymer, having assumed a substantial portion of Akron Polymer's but constructive knowledge of the Charge in RB Case No. 8-CA-34283- By the above and other axis, the above-named employer ros interioral with, restrained, and correct	l (or the allegation	ons tained the	rein).
3. Full name of party filing charge (if labor organization, give full name, include	ling local name and	d number)	
International Chemical Workers Union Council of the United Food	i and Commercia	l Workers	_
4a. Address (street and number, city, state and ZIP code)	· **		4b. Telephone No.
1655 West Market Street, Akron, OH 44313	-		330/8 67-24 44
5. Full name of national or international labor organization of which it is an at by labor organization)	filiate or constituer	ut unit (to be filled	in when charge is filed
United Food and Commercial Workers, International Union			
6. DECLARATION I declare that I prive read the above charge and that the statements (signature of representative or person making charge)	nro true to the best of	my knowledge and be a General Counsel/Cour (Ude if any)	
Address ICWUC/UFCW Legal Department, 1655 W. Market Street, Algon, OH 44313 VILLEUL FALSE STATEMENTS ON THIS CHARGE CAN BE PINISHED BY FIN	330/867-2444 (Telophone No.)	330/867-1015 (Fax No.)	December 2, 2003 (Date)

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UNITED STATES OF AMERICA NAL LABOR RELATIONS BOARD CI. . (GE AGAINST EMPLOYER

DO NOT WR	ITE IN THIS SPACE
8-CA-34708	Date Filed

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INSTRU	JCH	Oi	VS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor pract occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUG	HT
me of Employer DET TAINS TE	b. Number of Workers Employed
OLT MADIE	APP. 96
dress (street, city, State, ZIP, Code) 123 JONES RD OH DAN OROLEAN	e. Telephone No. (216) 441-630 Fax No. MA
e of Establishment (factory, mine, wholeseler, etc.) g. Identity Principal Product or Service	Rubbistt
e above-named employer has engaged in and is engaging in unfair labor practices within the meaning of sections) of the Nation cities are unfair practices affecting commerce within the meaning of the Act.	f Section 8(a), subsections (1) and (list al Labor Relations Act, and these unfair labor
At the time of this incident I was working for BFI going house to house	(Residential) picking up
trash, the job is a no brainier that requires only to take trash from the cu	rb and put it in the truck.
On (b) (6), (b) (7)(C) 2003 I, (b) (6), (b) (7)(C) was working in East Clevelar irritating me so bad, my eyes were running with tears so I removed my two supervisor a distant away in a parked truck spying on my coworker doing a job observation.	safety glasses, I observed
	47 Tay Annual States
They observe me not wearing my safety glasses so I immediately went to supervisor and I exchanged words I stated, and I will paraphrase my que can send a truck out that is not fit to drive on a public street, how then can the protection of my eyes".	ote. " It is funny how you
supervisor and I exchanged words I stated, and I will paraphrase my que can send a truck out that is not fit to drive on a public street, how then can	ote. "It is funny how you an you be concerned with prerogative but BFI is hat agreement. If an
supervisor and I exchanged words I stated, and I will paraphrase my que can send a truck out that is not fit to drive on a public street, how then can the protection of my eyes". I was terminated the next day. In any ordinary case you can say its there under a union agreement. This course of action is in direct violation of the employee can not be protected by a legally biding agreement what is the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union agreement. I filed a grievance with the union agreement according to the agreement.	prerogative but BFI is that agreement. If an euses of having an are working and BFI are working mearing within two weeks,
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supervisor and I exchanged words I stated, and I will paraphrase my que can send a truck out that is not fit to drive on a public street, how then can the protection of my eyes". I was terminated the next day. In any ordinary case you can say its there under a union agreement. This course of action is in direct violation of the employee can not be protected by a legally biding agreement what is the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. I filed a grievance with the union in a timely manner according to the agreement. But this case is not a proback. But the file of the fi	prerogative but BFI is that agreement. If an euses of having an greement between BFI and roblem will get my job and BFI are working nearing within two weeks, g to the nirb. By that time rights

UNITED STATES OF MERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

F	ORM EXEMPT UNDER 44 U.S.C. 351		
DC JT-WRITE IN THIS SPACE			
Case	Date Filed		
8-CA-34711	12/09/03		

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is

	R AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer	b. N	lumber of workers employed
International Paper	1	150
. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
589 Palmer Street, Wooster, Ohio 44961	Mike Filia, Human Resource Manager	(330) 264-1322
Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service	
Factory	Cardboard Boxes	
The above-named employer has engaged in and is engaged		on 8(a) subsections (1) and
그 사람들이 하는데 있다면 하는데	unfair labor practices are unfair practices affecting comm	
Basis of the Charge (set forth a clear and concise statem	nent of the facts constituting the alleged unfair labor pract	tices)
	RECEIVED RECEIVED P. DEC 0 9 2003 ALARA Eighth Region	
y the above and other acts, the above-named employer ha	as interfered with, restrained, and coerced employees in t	he exercise of the rights
paranteed in Section / of the Act		
Earlied in Section 7 of the Act Full name of party filing charge (if labor organization, give (b) (6), (b) (7)(C)	e full name, including local name and number)	
Full name of party filing charge (if labor organization, given (b) (6), (b) (7)(C)	4	b. Telephone No.
(b) (6), (b) (7)(C) Address (street and number, city, state, and ZIP code)	4	b. Telephone No. b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4(5	o) (6), (b) (7)(C)
a. Address (street and number, city, state, and ZIP code)	4(5	o) (6), (b) (7)(C)
(b) (6), (b) (7)(C) a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) (c) Full name of national or international labor organization of by a labor organization) (d) (6), (1) (1) (1) (1) (1) (1) (1) (1) (1) (1)	4(5	o) (6), (b) (7)(C) when charge is filed
(b) (6), (b) (7)(C) a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) Full name of national or international labor organization of by a labor organization) (b) (6), (b) (7)(C) Full name of national or international labor organization of by a labor organization)	6. DECLARATION and that the statements are true to the best of my knowledge.	o) (6), (b) (7)(C) when charge is filed

INTERNET FORM NLRB-SOI (11-94)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

* .	FORM EXEMPT UNLER 44 U.S.C. 8812	
DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
8-CA-34723	12-12-03	

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB R occurred or is occurring:	legional Director for the region in which	the alleged unfair labor practice		
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT				
a. Name of Employer	b. Number of Workers Employed			
Avon Concrete and Wallseye Concrete and Westview Conc	24			
c. Address (street, alty, State, ZIP, Code) 930 Miller Road, Avon, Ohio 44011; 40105 Butternut		e. Telephone No. (440) 235-1806		
Ridge Road, Elyria, Ohio 44035; 400 Lowell Street, Brock Walls Fax No. (440) 236-581				
Type of Establishment (fectory, mine, wholeseler, etc.) g. Identify Principal Product or Service Redi-Mix Concrete				
The above-named employer has engaged in and is engaging in unsubsections) (1) and (5)	of the National Labor Re	(a), subsections (1) and (list liations Act, and these unfair labor		
practices are unfair practices affecting commerce within the mean 2. Basis of the Charge (sot forth a clear and concise statement of the				
Teamsters Local No. 20 is signatory to Collective Bargaining Agreements with each of the above-names Employers. Each of the above-named employers share common ownership, business purpose, employees and other indicia such that they constitute alter-egos of Avon Concrete and/or are joint employers of Avon Concrete and/or are a single employer with Avon Concrete. Since on or about 12-5-03, the above-named employers, either individually or collectively, have refused to bargain over a successor Collective Bargaining Agreement between Avon Concrete and Teamsters Local No. 20. By these acts and others, the above-names employer has refused to bargain with the representative of the employees.				
	eta v			
, artice.				
	ैं। Iterfered with, restrained, and coerced employs	es in the exercise of the rights		
3. Full name of party filing charge (# labor organization, give full name	e, including local name and number)	Ì		
Teamsters Local No. 20				
4s. Address (street and number, city, State, and ZIP Code)		4b. Telephone No.		
435 South Hawley Street, Toledo, Ohio 43609		(419) 243-8800 Fax No. (419) 243-6270		
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filled by a labor organization)				
International Brotherhood of Teamsters (AFL-CIO)	•			
by Alexandre have part the above charge and the spore charge and the spo	1/104	PRESIDENT		
Address 435 S. HAWLEY ST. TOLE	DO, OHIO 4360 EX NO. (419) 243-627	10 (Title, if any) 3800 12/13/03		

willful false statements on this charge can be punished by fine and imprisonment (U.S. Code, Title 18, Section 1001)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

. UNIVI EX	ENIF UNDER 44 0.3.0. 331
DO NOT WRITE	IN THIS SPACE
Case	Date Filed
8-CA-34727	12/16/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Region the region in which the alleged unfair labor practice occurred				
. 1. EMPLOYER AGA	INST WHOM CHARGE IS BROUGHT			
a. Name of Employer		b. Number of workers employed		
Domino Logistics		9		
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.		
P. O. Box 24005, Cleveland, OH 44124	James Haffey, Owner	(330)297-2669		
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or ser	vice		
Trucking Co	Distributor			
h. The above-named employer has engaged in and is engaging in subsections (1) of the National Labor Relations Act, and these affecting commerce within the meaning of the Act.	unfair labor practices are unfair practices			
2. Basis of the Charge (set forth a clear and concise statement of	the facts constituting the alleged unfair la	bor practices)		
On or about (b) (6), (b) (7)(C) 2003, it, by its office truck driver, because engaged in protected co		terminated (b) (6), (b) (7)(C), a		
By the acts set forth in the paragraphs above and representatives, has interfered with, res and coercing its employees in the exercise of t	trained and coerced and is	interfering with, restraining,		
		<u> </u>		
		Ψ		
3. Full name of party filing charge (if labor organization, give full n (b) (6), (b) (7)(C)	name, including local name and number)	17 PH 16		
4a. Address (street and number, city, state and ZIP code)		4b. Telephone No.		
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)		
 Full name of national or international labor organization of which by a labor organization. 	ch it is an affiliate or constituent unit (to be	filled in when charge is filed		
(b) (6), (b) (7)(C)		An Individual Date 12-10-03		

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, UNITED STATES UP AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO ST WRITE IN THIS SPACE		
Case	Date Filed	
8-CA-34736	12/19/03	

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unfair labor practice occurred or is occurring. 1, EMPLOYER A	GAINST WHOM CHARGE IS BROUGH	HT.	
Name of Employer Consumer Educational Outreach Center		b. Number of workers employed 6	
c. Address (Street, city, state, and ZIP code)	d. Employer Representative	e. Telephone No.	
150 Cross Street	Mary Pogany	(330)996-9141 Fax No.	
Akron OH 44311-1047			
 Type of Establishment (factory, mine, wholesaler, etc.) Social Agency 	g. Identify principal product or service Mental Health Services		
h. The above-named employer has engaged in and is enga and (list subsections) and these unfair labor practices are practices affecting	- Application	of the National Labor Relations Act,	
Basis of the Charge Iset forth a clear and concise state			
and to engage in other concerted activities for the pur from any or all such activities, which rights are guara because of protected concerted activity. By the acts set forth in the paragraphs above and by conterfered with, restrained and coerced and is interfer guaranteed in Section 7 of the said Act.	nteed in Section 7 of the said Act by to other acts and conduct, it, by its office	rs, agents and representatives, has	
<u> </u>			
By the above and other acts, the above-named employ rights guaranteed in Section 7 of the Act.	yer has interfered with, restrained, and co	erced employees in the exercise of the	
 Full name of party filing charge (if labor organization, g. (b) (6), (b) (7)(C) 	ive full name, including local name and nu	mber)	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.	
Full name of national or international labor organization by a labor organization)	of which it is an affiliate or constituent u	unit (to be filled in when charge is filed	
	6. DECLARATION		
$_{\text{By}}(b)(6),(b)(7)(C)$	hat the statements are true to the be	All Highyldual	
Signature of representative or person making charge)	(/əx)	(Print/type name and title or off (016), (0)(7)(0)	
Address (b) (6), (b) (7)(C)	(b) (6), (b) (7(C) 7(1) 19 10 2	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(Telephone No.)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD DO I

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case Date Filed

8-CA-34740 12/22/03

FORM EXEMPT UNDER 44 U.S.C. 3512

INSTRUCTIONS:

1. EMPLOY	ER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer World Resource Recovery Systems of Ohio, Inc.	b. Number of Workers Employed 50+			
c. Address (street, city, State, ZIP, Code)	d. Employer Representative	e. Telephone No. 216-486-6446		
Cleveland, OH 44128	Mike Fisher	Fax No.		
f. Type of Establishment (factory, mine, wholesaler, etc.) Recycling Company				
h. The above-named employer has engaged in and is engaging subsections) 8(a) subsection (1) practices are unfair practices affecting commerce within the	of the National L	ection 8(a), subsections (1) and (list Labor Relations Act, and these unfair labor		
2. Basis of the Charge (set forth a clear and concise statement	of the facts constituting the alleged unfair labor	practices.)		
Since on or about (b) (6), (b) (7)(C), 2003, it, through its of is interfering with, restraining, and coercing employees to self-organization, to form, join or assist labor organito engage in other concerted activities for the purpose all such activities, which rights are guaranteed in Section	s of World Resource Recovery Systems of exations, to bargain collectively through not of collective bargaining or other mutual a	of Ohio, Inc., in the exercise of their rights epresentatives of their own choosing, and		

Specifically, the Employer terminated (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C), 2003, in retaliation for protected concerted activities.



By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3	Fu	I name o	f party	filing	charge	(if labo	rorganiza	tion, an	ve full na	me, incl	udina loca	l name	and n	umber)	Ü

(b) (6), (b) (7)(C)

4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

4b. Telephone No. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

	6. DECLARA I declare that have tend the above charge and that the state	ATION	and heliof
	Cut bull	Attorney	
dress	(Signature of representative or persent making charge) 1350 Euclid Ave., #1550, Cleveland, OH 44115	Fax No. 216-781-1972 217-781-1700	12/18/03
11692		(Telephone No.)	Date